

WHAT IS CLAIMED IS:

1. An analytical method of providing human capital management information, said method comprising the steps of:
 - providing a plurality of individual capability tests, the individual capability tests each having a plurality of questions;
 - obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated; and
 - cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation.
2. The method of Claim 1 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.
3. The method of Claim 1 wherein said predetermined criteria relates to one of the set of personality attributes including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.
4. The method of Claim 1 further comprising the step of creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.
5. A computer server for providing human capital management information

across a computer network, said computer server comprising:

means for providing a plurality of individual capability tests, the individual capability tests each having a plurality of questions;

means for obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated; and

means for cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation.

6. The computer server of Claim 5 wherein said cross-referencing means includes means for creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

7. The computer server of Claim 5 wherein said predetermined criteria used by said cross-referencing means relates to one of the set of personality attributes including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity.

8. The computer server of Claim 5 further comprising means for creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

9. In a computer, a method of providing human capital management information, said method comprising the steps of:

providing a plurality of individual capability tests, the individual

capability tests each having a plurality of questions;

obtaining responses to the plurality of questions of each of the plurality of individual capability tests from the individual to be evaluated; and

cross-referencing the questions according to a predetermined criteria to create a comprehensive individual capability evaluation.

10. The computer method of Claim 9 further comprising the step of creating an individual action plan containing a listing of transformational activities for enabling the individual to improve identified areas on the comprehensive individual capability evaluation.

11. The computer method of Claim 9 wherein said predetermined criteria relates to one of the set of personality attributes including: Integrity, Continuous Learning, Speed/Initiative, Energized Team-building, Quality/Customer Oriented, Extraordinary Results, Effective Communication, Financial Literacy, Strategic Focus, and Emotional Maturity

12. The computer method of Claim 9 wherein said cross-referencing step includes creating a plurality of hallmark analysis within the comprehensive individual capability evaluation, each one of the plurality of hallmark analysis relating to a specific quality of the individual.

13. The computer method of Claim 9 wherein said providing step includes using an interactive computer server accessible over a computer network.